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PART IV

Acts of Gujarat Legislature and Ordinances promulgated and Regulations made by the Governor.

LABOUR, SKILL DEVELOPMENT AND EMPLOYMENT DEPARTMENT

Sachivalaya, Gandhinagar, Dated the 16th December, 2025.

GUJARAT ORDINANCE NO. 3 OF 2025.

AN ORDINANCE

further to amend the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019.

WHEREAS the Legislative Assembly of the State of Gujarat is not in session;

AND WHEREAS the Governor of Gujarat is satisfied that circumstances exist which render it necessary for him to take immediate action to amend the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019;

Guj. 4 of 2019.

NOW, THEREFORE, in exercise of the powers conferred on him by clause (1) of article 213 of the Constitution of India, the Governor of Gujarat is hereby pleased to make and promulgate the following Ordinance, namely :-

1. ***Short title and commencement.-*** (1) This Ordinance may be called the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Ordinance, 2025.

(2) It shall come into force at once.

2. ***Guj. 4 of 2019 to be temporarily amended.-*** During the period of operation of this Ordinance, the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 (hereinafter referred to as "the principal Act") shall have effect subject to the amendments specified in sections 3 to 7. **Guj. 4 of 2019.**

3. ***Amendment of section 1 of Guj. 4 of 2019.-*** In the principal Act, in section 1, in sub-section (3), for the word "ten", occurring at two places, the word "twenty" shall be substituted.

4. ***Amendment of section 7 of Guj. 4 of 2019.-*** In the principal Act, in section 7,-

(i) for the word "ten", wherever it occurs, the word "twenty" shall be substituted;

(ii) in the marginal note, for the word "ten", the word "twenty" shall be substituted.

5. ***Amendment of section 12 of Guj. 4 of 2019.-*** In the principal Act, in section 12, for the words "nine hours" and "five hours", the words "ten hours" and "six hours", respectively, shall be substituted.

6. ***Amendment of section 13 of Guj. 4 of 2019.-*** In the principal Act, in section 13, -

(i) in sub-section (2), for the existing proviso, the following proviso shall be substituted, namely:-

"Provided that a woman worker with her consent, shall be allowed to work during 9:00 p.m to 6:00 a.m in any shop or establishment in which rest room, night crèche, ladies toilet, adequate protection of their dignity, honor and safety, protection form sexual harassment and their transportation from the establishment to the doorstep of their residence exists in such shop or establishment, are provided by the employer.";

(ii) after sub-section (2), the following sub-section shall be added, namely:-

"(3) Notwithstanding anything contained in the preceding sub-sections, the State Government may, by notification in the *Official Gazette*, in the public interest, prohibit or regulate the employment of women workers. after 9:00 p.m and before 6:00 a.m. in such shops or establishments in such area or areas as it may deem fit.

7. ***Amendment of section 15 of Guj. 4 of 2019.-*** In the principal Act, in section 15, -

(i) for the words "nine hours", the words "ten hours" shall be substituted;

(ii) for the words "one hundred and twenty-five hours", the words "one hundred and forty-four hours" shall be substituted.

STATEMENT

The Gujarat State has enacted the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 for improving the working conditions of workers, creating more job opportunities for women and providing favourable environment for doing business. It also provides for freedom to operate 365 days in a year and opening or closing time of establishment, women to be permitted to work during night shifts with adequate safety and security provisions, online registration through a simplified procedure, powers of Government to make rules regarding adequate measures to be taken by the employer for the safety and health of workers, etc.

The State Government considers it necessary to amend the said Act so as to increase the applicable threshold of the Act to establishments employing twenty or more workers.

It is also considered necessary to enable the employment of women workers on overtime work, providing for equality and equal opportunity to work and earn, and also to enable employment of woman round the clock subject to the conditions that the rest room, night crèche, ladies toilet, adequate protection of their dignity, honor and safety, protection form sexual harassment and their transportation from the establishment to the doorstep of their residence exists in such shop or establishment shall be provided by the employer.

Also, the State Government considers it necessary to allow the worker to work overtime, for the total number of hours of overtime work in any quarter which shall not exceed one hundred and forty-four hours.

As the Legislative Assembly of the State of Gujarat is not in session, the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Ordinance, 2025, is promulgated to amend the said Act to achieve the aforesaid objects.

Gandhinagar.
Dated the 13th December, 2025.

ACHARYA DEVVRAT,
Governor of Gujarat.

By order and in the name of the Governor of Gujarat,

DR. VINOD RAO,
Principal Secretary to Government.

Signature Not Verified
Signed by : BHOLUSINGH G THAKUR
Senior Manager
Government Central Press, Gandhinagar
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